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CIVILIAN MANPOWER STATISTICS, DECEMBER, FY-84. (U)  
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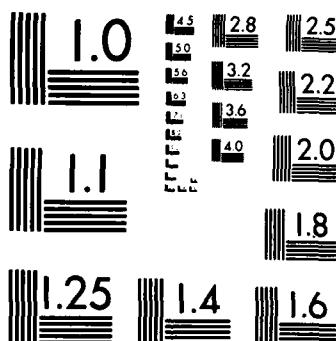
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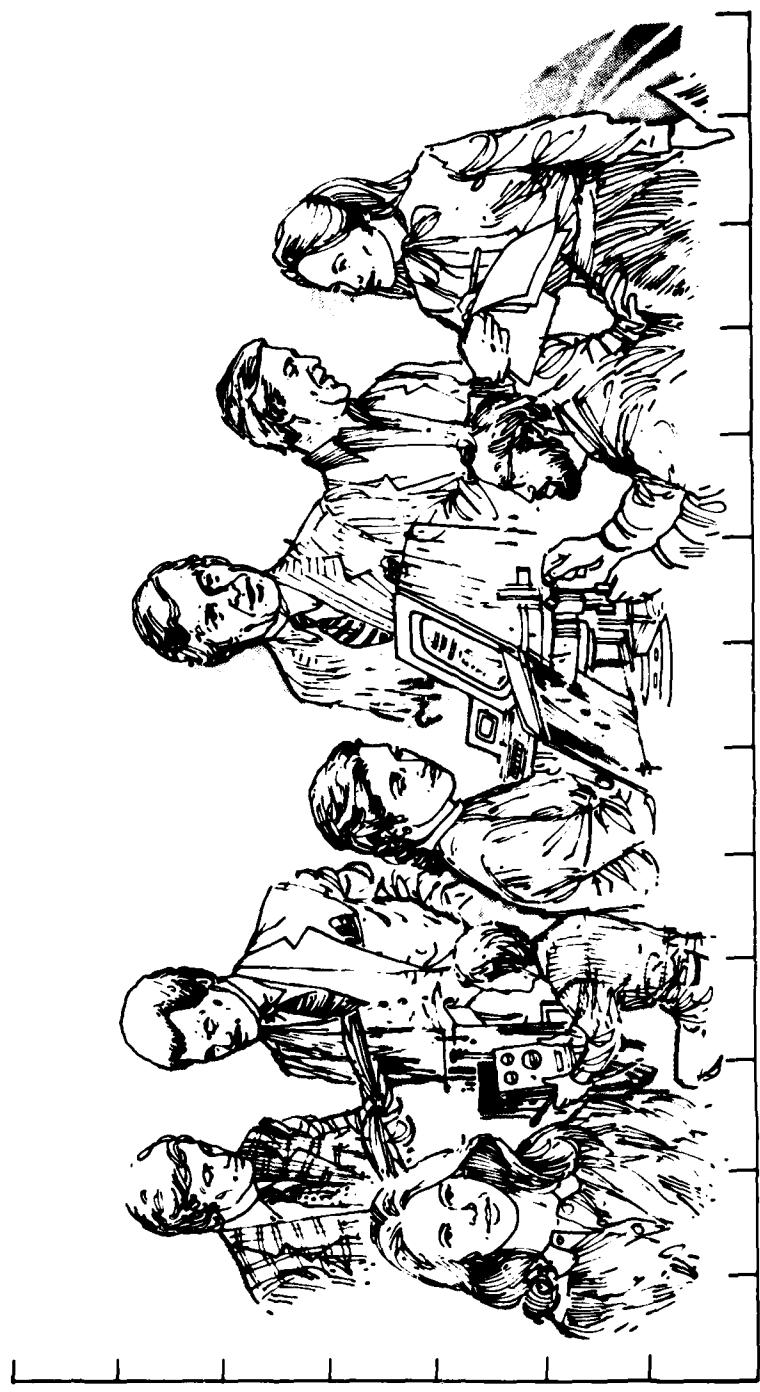


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Department of Defense  
**CIVILIAN MANPOWER STATISTICS**

DECEMBER 1983



**Department of Defense**

**Civilian Manpower Statistics**

**December 1983**

**Issued Monthly by**

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## FORWARD

Civilian Manpower Statistics (CMS) is published monthly by the Office of the Secretary of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR).

CMS provides statistical information on the civilian work force of the Department of Defense (DOD), with the exception of personnel of the National Security Agency and personnel paid from non-appropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

This report is approved for public release at cost: distribution unlimited. However, all requests for this publication and DOD-wide data contained therein, should be referred to WHS/DIOR or cognizant offices in the Office of the Secretary of Defense. Requests for additional copies, should be addressed to the Director for Information Operations and Reports, Washington Headquarters Services, Room 1C535, The Pentagon, Washington, D. C. 20301. (When ordering cite publication number M04.)

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TABLE 1

DOD Civilian Employment, by Function and Employment Status,  
According to Defense Component: December 31, 1983

FUNCTION/EMPLOYMENT STATUS	TOTAL DOD <u>a/</u>	ARMY	NAVY <u>b/</u>	AIR FORCE	OTHER DEFENSE ACTIVITIES <u>c/</u>
<b>MILITARY FUNCTIONS</b>					
OMB Ceiling Employment	1,088,247	399,955	345,876	257,533	84,883
Direct Hire	1,003,531	341,046	335,190	244,345	82,950
Indirect Hire	84,716	58,909	10,686	13,188	1,933
Total Employment	1,099,096	403,019	350,577	259,449	86,051
Direct Hire	1,014,380	344,110	339,891	246,261	84,118
Indirect Hire	84,716	58,909	10,686	13,188	1,933
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB Ceiling Employment	29,948	29,945	-	3	-
Total Employment	30,885	30,882	-	3	-
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB Ceiling Employment	1,118,195	429,900	345,876	257,536	84,883
Direct Hire	1,033,479	370,991	335,190	244,348	82,950
Indirect Hire	84,716	58,909	10,686	13,188	1,933
Total Employment	1,129,981	433,901	350,577	259,452	86,051
Direct Hire	1,055,265	374,992	339,891	246,264	84,118
Indirect Hire	84,716	58,909	10,686	13,188	1,933

a/ Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control, i.e., some summer aides and employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs, and those covered by other official exemptions granted by OMB.

b/ Includes Marine Corps civilian personnel.

c/ See the Glossary for a list of the Other Defense Activities.

TABLE 2

Trends in DOD Civilian Employment Subject to OMB Ceiling,  
by Function, Employment Status, and Defense Component

FUNCTION/COMPONENT/ EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 2 MONTHS	
	30 SEP 80	30 SEP 81	30 SEP 82	30 SEP 83	30 NOV 83	31 DEC 83
<u>MILITARY FUNCTIONS</u>						
DIRECT HIRE	<u>990,356</u>	<u>1,019,466</u>	<u>1,029,854</u>	<u>1,067,824</u>	<u>1,082,967</u>	<u>1,088,247</u>
INDIRECT HIRE	915,786 74,570	939,942 79,524	947,061 82,793	983,644 84,180	998,351 84,616	1,003,531 84,716
Army						
Direct Hire	360,508	372,111	379,316	392,346	398,423	399,955
Indirect Hire	311,795 48,713	318,278 53,833	322,057 57,259	333,722 58,624	339,594 58,829	341,046 58,909
Navy						
Direct Hire	308,715	320,858	319,554	339,552	344,323	345,876
Indirect Hire	297,984 10,731	310,123 10,735	308,885 10,669	328,907 10,645	333,618 10,705	335,190 10,686
Air Force						
Direct Hire	244,342	246,165	248,508	252,330	255,599	257,533
Indirect Hire	230,938 13,404	232,933 13,232	235,456 13,052	239,367 12,963	242,461 13,138	244,345 13,188
Other Defense Activities						
Direct Hire	76,791	80,332	82,476	83,596	84,622	84,883
Indirect Hire	75,069 1,722	78,608 1,724	80,663 1,813	81,648 1,948	82,678 1,944	82,950 1,933
<u>CIVIL FUNCTIONS (ALL DIRECT HIRE)</u>						
	<u>32,611</u>	<u>31,800</u>	<u>31,573</u>	<u>32,823</u>	<u>31,048</u>	<u>29,948</u>
Army	32,608 3	31,796 4	31,569 4	32,819 4	31,045 3	29,945 3
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</u>						
	<u>1,022,967</u>	<u>1,051,266</u>	<u>1,061,427</u>	<u>1,100,647</u>	<u>1,114,015</u>	<u>1,118,195</u>
Direct Hire	948,397 74,570	971,742 79,524	978,634 82,793	1,016,467 84,180	1,029,399 84,616	1,033,479 84,716

TABLE 3

DOD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
by Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	30 NOV 83	31 DEC 83	PROGRAMMED STRENGTH <u>a/</u> 30 SEP 84	30 NOV 83	31 DEC 83	PROGRAMMED STRENGTH <u>a/</u> 30 SEP 84
<u>MILITARY FUNCTIONS</u>						
Army	<u>998,351</u>	<u>1,003,531</u>		<u>887,051</u>	<u>891,227</u>	
Navy	339,594	341,046		291,986	293,080	
Air Force	333,618	335,190		296,033	297,598	
	242,461	244,345		222,639	224,052	
<u>OSD &amp; Related Activities</u>						
OSD	3,520	3,605		3,307	3,389	
Defense Audiovisual Agency	248	250		220	220	
Defense Communications Agency	1,661	1,678		1,594	1,614	
Defense Contract Audit Agency	3,738	3,759		3,689	3,701	
Defense Intelligence Agency	2,919	2,912		2,604	2,605	
Defense Investigative Service	3,302	3,314		3,250	3,264	
Defense Logistics Agency	46,358	46,302		44,548	44,417	
Defense Mapping Agency	8,830	8,906		8,680	8,752	
Defense Nuclear Agency	670	671		623	623	
Department of Defense						
Dependents Schools	10,725	10,844		7,260	7,291	
Uniformed Services University of the Health Sciences	707	709		618	621	
<u>CIVIL FUNCTIONS</u>						
	<u>31,048</u>	<u>29,948</u>		<u>27,624</u>	<u>27,048</u>	
Army	31,045	29,945		27,621	27,045	
Air Force	3	3		3	3	
<u>TOTAL MILITARY AND CIVIL FUNCTIONS</u>						
	<u>1,029,399</u>	<u>1,033,479</u>		<u>914,675</u>	<u>918,275</u>	

a/ Not available until the January 1984 report.

b/ See the Glossary for a list of OSD and Related Activities.

TABLE 4

DOD Military and Direct Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: December 31, 1983

DEFENSE COMPONENT	TOTAL	CIVILIAN	MILITARY			
			<u>a/</u>	TOTAL	OFFICER	ENLISTED
<u>TOTALS</u>	<u>91,773</u>	<u>84,118</u>	<u>7,655</u>	<u>4,562</u>	<u>3,093</u>	
OSD and Related Activities <u>b/</u>	5,546	3,627	1,919	1,368		551
Defense Audiovisual Agency	272	258	14	12		2
Defense Communications Agency	3,405	1,738	1,667	525		1,142
Defense Contract Audit Agency	3,787	3,787	-	-		-
Defense Intelligence Agency	4,888	2,913	1,975	1,291		684
Defense Investigative Service	3,403	3,358	45	4		41
Defense Logistics Agency	48,139	47,186	953	798		155
Defense Mapping Agency	9,438	9,000	438	178		260
Defense Nuclear Agency	1,195	686	509	308		201
Department of Defense Dependents Schools	10,844	10,844	-	-		-
Uniformed Services University of the Health Sciences	856	721	135 <u>c/</u>	78		57

<sup>a/</sup> Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.

<sup>b/</sup> See the Glossary for a list of OSD and Related Activities.

<sup>c/</sup> Excludes students.

TABLE 5

DOD Direct Hire Civilian Personnel, by Type, a/  
 According to Defense Component: December 31, 1983 b/

TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES
<u>TOTAL</u>	<u>1,045,265</u>	<u>374,992</u>	<u>339,891</u>	<u>246,264</u>	<u>84,118</u>
BY STATUS					
Full-Time	1,014,194	362,530	332,065	239,442	80,157
Part-Time	25,834	10,319	6,630	5,651	3,234
Intermittent	5,237	2,143	1,196	1,171	727
BY CAREER SERVICE CATEGORY					
Competitive	871,637	301,747	298,204	205,133	66,553
Excepted and SES	173,628	73,245	41,687	41,131	17,565
BY TYPE OF APPOINTMENT					
Permanent	930,236	325,616	300,167	227,014	77,439
Temporary/Indefinite	115,029	49,376	39,724	19,250	6,679
BY CITIZENSHIP					
U.S. Citizens	1,004,735	358,749	323,492	239,071	83,423
Non-Citizens	40,530	16,243	16,399	7,193	695
BY LABOR CATEGORY					
Salaried	685,314	260,184	195,115	156,571	73,444
Wage Board	359,951	114,808	144,776	89,693	10,674

a/ Includes personnel not subject to Office of Management and Budget (OMB) ceiling control.  
b/ See the Glossary for a list of the Other Defense Activities.

TABLE 6

DOD Civilian Personnel, by Location and Type, <sup>a/</sup>  
According to Defense Component: December 31, 1983 <sup>a/</sup>

LOCATION/TYPE OF PERSONNEL	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES	b/
<u>WORLDWIDE TOTAL</u>	<u>1,045,265</u>	<u>374,992</u>	<u>339,891</u>	<u>246,264</u>	<u>84,118</u>	
<u>UNITED STATES</u>	<u>953,103</u>	<u>333,036</u>	<u>316,190</u>	<u>231,567</u>	<u>72,310</u>	
By Location						
Washington, D.C., SMSA <sup>c/</sup> Remainder of U.S.	87,500	28,955	36,755	6,475	15,315	
	865,603	304,081	279,435	225,092	56,995	
By Labor Category						
Salaried Wage Board	628,546	238,341	185,193	143,258	61,754	
	324,557	94,695	130,997	88,309	10,556	
By Citizenship						
U.S. Citizens	952,439	332,638	316,003	231,530	72,268	
	664	398	187	37	42	
Non-Citizens						
<u>U.S. TERRITORIES</u>	<u>6,961</u>	<u>1,081</u>	<u>4,579</u>	<u>1,253</u>	<u>48</u>	
By Labor Category						
Salaried Wage Board	3,303	724	1,925	617	37	
	3,658	357	2,654	636	11	
By Citizenship						
U.S. Citizens	6,869	1,079	4,489	1,253	48	
	92	2	90	-	-	
Non-Citizens						
<u>FOREIGN COUNTRIES</u>	<u>85,201</u>	<u>40,875</u>	<u>19,122</u>	<u>13,444</u>	<u>11,760</u>	
By Labor Category						
Salaried Wage Board	53,465	21,119	7,997	12,696	11,653	
	31,736	19,756	11,125	748	107	
By Citizenship						
U.S. Citizens	45,427	25,032	7,000	6,288	11,107	
	29,774	15,843	72	7,156	653	
Non-Citizens						

<sup>a/</sup> Includes personnel not subject to Office of Management budget  
<sup>b/</sup> See the Glossary for a list of the other Defense Activities.

<sup>c/</sup> The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas and Manassas Park cities, and Arlington, Fairfax, Loudoun, Prince William and Stafford counties in Virginia.

TABLE 7

Non Indirect Hire Civilian Personnel, by Country,  
According to Defense Component: December 31, 1983

COUNTRY	TOTAL DOD	ARMY	NAVY	AIR FORCE	OTHER DEFENSE ACTIVITIES <sup>a/</sup>
<u>TOTAL</u>	<u>84,716</u>	<u>58,909</u>	<u>10,686</u>	<u>13,188</u>	<u>1,933</u>
Belgium	612	592	-	2	18
Germany	58,737	51,297	26	5,972	1,448
Greece	603	16	130	438	19
Guam	4	-	4	-	-
Italy	1	-	1	-	-
Japan	17,567	3,448	9,322	4,556	241
Korea	3,288	3,288	-	-	-
Netherlands	358	268	-	77	13
Philippines	7	-	6	-	1
Spain	2,071	-	1,135	849	87
United Kingdom	1,468	-	68	1,294	106

<sup>a/</sup> See the Glossary for a list of the Other Defense Activities.

TABLE 8

Number and Rate of Monthly Accessions  
and Separations of DOD Direct Hire Civilian Personnel:  
January 1982 - December 1983

DATE	ACCESSIONS <sup>a/</sup>		SEPARATIONS <sup>a/</sup>	
	NUMBER	RATE (%)	NUMBER	RATE (%)
<u>1982</u>				
January	11,522	1.14	9,949	0.99
February	14,406	1.42	8,723	0.86
March	17,149	1.68	10,720	1.05
April	14,701	1.44	8,662	0.85
May	17,161	1.69	9,255	0.90
June	36,065	3.45	21,339	2.04
July	19,527	1.87	14,979	1.43
August	21,987	2.09	26,429	2.52
September	14,496	1.39	64,265	6.16
October	36,708	3.71	12,344	1.25
November	16,521	1.63	9,394	0.92
December	13,083	1.28	9,772	0.95
<u>1983</u>				
January	14,674	1.43	18,041	1.76
February	15,014	1.47	11,574	1.13
March	12,847	1.25	12,905	1.25
April	13,051	1.27	14,238	1.38
May	23,135	2.25	13,685	1.33
June	32,076	3.08	23,130	2.22
July	20,262	1.93	16,146	1.54
August	26,627	2.53	31,041	2.95
September	21,195	2.02	49,921	4.75
October	22,923	2.23	19,320	1.88
November	16,564	1.60	11,598	1.12
December	17,105	1.64	13,529	1.30

a/ Accession and separation rates represent the number of gains or losses in civilian personnel  
as a percentage of total DOD employment.

## G L O S S A R Y

**Accessions.** Additions to an agency's work force. Includes appointments from civil service registers that are career or career-conditioned appointments, appointments to the Senior Executive Service, temporary appointments from registers, temporary appointments pending the establishment of registers, reappointments, reinstatements, restorations, returns to duty, and transfers.

**Civil Functions.** Functions primarily associated with the Civil Works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil Functions also includes cemetery workers (Army) and several conservation management employees (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the Competitive Service by or under statute;
2. Positions to which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the Competitive Service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the Competitive Service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of DOD. Includes foreign nationals hired by DOD to support DOD activities in their home countries.

**DOD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the Competitive Service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative workweek for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved. All indirect hires support military functions.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on an irregular or occasional basis).

**Military Functions.** Activities normally associated with the uniformed services.

**OMB Ceiling Employment.** Employees subject to Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. For direct hire employees, it excludes employees such as some summer aides or employees in the Stay-in-School, Federal Junior Fellowship, and Worker-Trainee Opportunity Programs and those covered by other official exemptions granted by OMB.

### OSD and Related Activities.

American Forces Information Service (AFIS)  
Civilian Health and Medical Program  
of the Uniformed Services (CHAMPUS)  
Defense Advanced Research Projects Agency (DARPA)  
Defense Legal Services (DLS)  
Defense Security Assistance Agency (DSAA)  
Office of Economic Adjustment (OEA)  
Office of the Secretary of Defense (OSD)  
Organization of the Joint Chiefs of Staff (OJCS)  
Tri-Service Medical Information System (TRIMIS)  
U.S. Court of Military Appeals (USCMA)  
Washington Headquarters Services (WHS)

### Other Defense Activities.

Defense Audiovisual Agency (DAVA)  
Defense Communications Agency (DCA)  
Defense Contract Audit Agency (DCAA)  
Defense Intelligence Agency (DIA)  
Defense Investigative Service (DIS)  
Defense Logistics Agency (DLA)  
Defense Mapping Agency (DMA)  
Defense Nuclear Agency (DNA)  
Department of Defense Dependents Schools (DODDS)  
OSD and Related Activities  
Uniformed Services University of the  
Health Sciences (USUHS)

3. Senior Executive Service (SES) - A11 SES employees except those serving under "Limited term" and "Limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency which are grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Separations. Losses from an agency's work force. Includes discharges, resignations, terminations, reductions-in-force, removals, transfers, extended leave without pay, suspensions, furloughs, deaths, retirements, and displacements.

Total Civilian Employment. Total direct and indirect hire CIVILIAN employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the report date and who either worked during the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. Competitive Service - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. Excepted Service - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the Competitive Service.

NID